



# **New Hampshire Board of Nursing**

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**OFFICIAL  
ON-LINE  
NEWLETTER  
PUBLICATION  
OF  
THE  
NEW HAMPSHIRE  
BOARD OF NURSING**



*HAPPY HOLIDAYS FROM THE  
NEW HAMPSHIRE BOARD OF NURSING*

**Contact Us:**

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Concord, NH 03301

603-271-2323 (Nursing)

603-271-6282 (LNA)

[www.nh.gov/nursing](http://www.nh.gov/nursing)

The mission of the Board of Nursing is to safeguard life, health, and the public welfare of the people of this state and in order to protect the people of the state of New Hampshire from the unauthorized, unqualified and improper application of services by individuals in the practice of nursing.

**Board Members**

Robert A. Duhaime, MBA, RN  
*Chairperson*

Karen L. Baranowski, DNSc, RN  
*Vice-Chairperson*

Sharon Dyer, LPN

Harley Featherston,  
Public Member

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Kitty Kidder, APRN, MSN, APRN-CS

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Cynthia Smith, LNA

James Kuras, Public Member

**FROM THE INTERIM EXECUTIVE DIRECTOR****by Margaret J. Walker, Ed.D., RN**

Greeting from the board! During this hectic time of year it is good to take a moment to reflect on our nursing practice. Many of you have had a challenging year with economic impact on our healthcare organizations. Despite these challenges, New Hampshire remains an excellent setting for nursing care.

The board staff thanks all of you for accommodating our office staffing shortages by using our website for information and [boardquestions@nursing.state.nh.us](mailto:boardquestions@nursing.state.nh.us) for questions to the board. We hope we are meeting your informational needs and have maintained the website to assure you can have access to practice and other information on a continual basis.

2010 remained a successful year despite the serious legislated budget cuts. Legislation to reorganize the Nursing Assistant Registry financial structure and the definition of "Nurse" passed legislation after much testimony and meetings. To view the Nurse Practice Act go to [www.state.nh.us/nursing](http://www.state.nh.us/nursing) and click on the link on the left of the home page. The board thanks our supportive nursing community in this accomplishment.

Currently, I have been working as the part time Interim Executive Director having taken state retirement on June 30, 2011. The board has been actively recruiting a new director and I have been filling the position during this recruitment period. I am happy to say the board has made an excellent choice with Denise Nies, RN, MS who will begin her employment with the NH Board of Nursing on January 17, 2012. Denise comes to the board with an active practice and education background as well as excellent nursing leadership. We appreciate your understanding and patience during this change period and hope you will welcome Denise as she begins her work at the board.

As I reenter the private sector as a Nurse Educator, I will remember my years at the board fondly. The wonderful part of being a nurse is our ability to make career changes within the profession. I do hope to stay in touch with many of you in my new role.

Please watch our website for updated staffing announcements at [www.state.nh.us/nursing](http://www.state.nh.us/nursing). I am proud of your excellence in nursing practice and continuous involvement to assure safe nursing care in our great state.



Happy Holidays from Board Staff

You can contact Board Staff on line by clicking on their email address below.

### **Board Staff**

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### **FROM THE BOARD CHAIR**

By Robert Duhaime, MBA, RN



As you all know Margaret had decided to retire from the Board of Nursing in July of this year. As a result of her decision, it left a large void in the BON office. When the Board asked if she would be willing to step in as an interim during the recruitment of a new Executive Director, she did so without hesitation. This speaks to the commitment Margaret has for the office and the position. The Board of Nursing would like to thank Margaret for assisting the Board during this challenging transition. A “thank you” seems so little for a commitment so large. We are all proud of her work and wish her well as she joins the field of Education.

I am pleased to announce that Denise Nies, MSN, RN, BC, has been appointed the new Executive Director of the New Hampshire State Board of Nursing. Denise comes to the Board of Nursing from Portsmouth Regional Hospital where she recently held the position of Director of Professional Development since 2005. Previous experiences include adjunct faculty at the University of New Hampshire and Old Dominion University. Throughout her career, Denise has gained experience in the acute care, long term care, and community care settings.

Denise is a member of the Eta Iota Sigma Theta Tau Chapter Nursing Honor Society where she served as a Faculty Counselor, Vice President, and Secretary. She is also a member of the New Hampshire Nurse's Association for Professional Affairs Council and Continuing Education Council; and is Board Certified in Professional Development.

The State Board of Nursing is extremely excited about Denise becoming the new Executive Director and will begin on January 17, 2012.

Please join us in welcoming Denise.

### ***On-line Licensing-Renewal Reminder***

*Before you can renew your license on-line you must receive your renewal notice from the Board of Nursing.*

*Once you receive your renewal notice you can renew your license on the Board website at [www.nh.gov/nursing](http://www.nh.gov/nursing) under the Online Licensing tab in the “Quick Links” box on the right hand side of the Home Page.*

*Before you are able to renew your license you must register on the licensing site. You must obtain a registration code from the Board office prior to being able to register. Once you obtain your registration code you can then register. Registration includes setting up a User ID and Password. This user ID and password must be used each time you renew your license on-line. Be sure to write down your User ID and Password for future reference.*

### ***To obtain your registration code:***

*Email the Board office at [boardquestions@nursing.state.nh.us](mailto:boardquestions@nursing.state.nh.us).*

*Provide your full name, license number and date of birth.*



**HELPFUL HINTS:**

When calling the Board office, please be ready to provide your name, license number and remember to have a pen and paper ready to write down the information you may be seeking.

**BOARD COMMITTEES****P & E Committee**

Nora Fortin, RN  
(Board representative)

Nancy Fredholm, RN

Renee Maynes, RN

Barbara Pascoe, RN

Connie McAllister, APRN, CRNA  
Chair

Bonita Kershaw, RN

**Liaison Committee**

Kitty Kidder, APRN,  
(Board representative)

Lisa Sullivan, APRN, CRNA  
Chair

Joyce Blood, APRN

Dorothy Mullaney, APRN

Margaret Franckhauser, RN

Sean Lyons, APRN

Mary Sanford, APRN

***Clinical Practice Inquiry***

*All practice inquiry questions must be submitted on the **Clinical Practice Inquiry Form** found on the Board website [www.nh.gov/nursing](http://www.nh.gov/nursing) under the “Forms” tab. All forms submitted must include the clinical significance of the question asked. Prior to sending inquiries to the BON, please review the clinical practice advisories and frequently asked questions to ensure that your question has not been previously answered by the Board. Forms may be mailed, faxed or emailed to the Board office.*

***Mail:***

NH Board of Nursing  
21 South Fruit Street, Suite 16  
Concord, NH 03301

***fax:*** 603-271-6605

***email:*** [boardquestions@nursing.state.nh.us](mailto:boardquestions@nursing.state.nh.us)

***Continued Education – Audit Reminder*** To assure timely renewal of your license, if selected for audit please provide your continuing education/contact hours documentation on the **Continuing Education/Contact Hour Audit Form**.

*Documentation received other than the Audit Form will be returned to the licensee which may cause a delay in license renewal.*

*If your renewal application and audit forms are not received on or before midnight of your birth date, you will be practicing without a valid license and will have to reinstate your license, and pay an administrative fee if practicing during license lapse.*

***Continued Education Requirements:***

***APRN's:*** 30 contact hours for RN licensure, 30 additional hours specific to APRN specialty, 5 of which shall be pharmacology specific, in 2 years prior to date of renewal. ***RN/LPN's,*** 30 contact hours.

***RN/LPN's:*** 30 contact hours within 2 years prior to date of your renewal application.

***LNA's:*** 12 contact hours for each year (for a total of 24 hours), within 2 years prior to date of your renewal application. (For LNA's who are certified as Medication Nursing Assistant ( **MNA's**), 4 out of the 12 contact hours per year must be related to medication administration.)

*Guidelines for Continuing Competence can be found on the Board website [www.nh.gov/nursing](http://www.nh.gov/nursing) under the Licensure tab on the Home Page.*

**Working with an inactive license is a Class A Misdemeanor.**

Beginning October 1, 2011 all licensees who have worked with an inactive license will be posted in the Board's quarterly Newsletter. Practicing without a license, including but not limited to the situation where a license has lapsed, is unlawful under New Hampshire law and constitutes a class A misdemeanor. RSA 326-B:41, II; RSA 326-B:41-a. Pursuant to **RSA 326-B:22, II**, “Any person licensed who intends to continue practicing as a nurse or nursing assistant shall: (a) By midnight on his or her date of birth in the renewal year submit a completed application and fees as established by the board.” “Failure to renew the license shall result in forfeiture of the ability to practice nursing or nursing activities in the state of New Hampshire.” RSA 326-B:22, III.

When a licensee telephones the Board or presents themselves at the Board office and discloses they have worked after the expiration date of their nursing/nursing assistant license they will be required to sign an Agreement and pay all reinstatement fees and fines before

### Complaint Reporting

**Pursuant to RSA 326-B:37 V:** Every individual, agency, facility, institution, or organization that employs licensed nursing personnel within the state shall report to the board within 30 days any alleged violations of the Nurse Practice Act (RSA 316-B:37, RSA 326-B:41 and Nur 402.04(b)).

**Reportable violation are cited in RSA 326-B:37 II, Nur 402.04 (b) and Nur 402.04 (c).**

**Any alleged violation of the Nurse Practice Act reportable to Bureau of Adult and Elderly Services (BEAS) should also be reported to the Board of Nursing.**

**The complaint form and guidelines can be found on Board of Nursing website [www.nh.gov/nursing](http://www.nh.gov/nursing) under Enforcement.**

they are eligible to return to work. The Agreement states that the document must be shared with the employer .

Should the licensee practice nursing a second time on an inactive license, they will be informed that their action will be reviewed by the Board at its next meeting for Board action. The license will be reinstated pending Board action.

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### FINGERPRINTING/CRIMINAL BACKGROUND CHECK REMINDERS

1. When completing the fingerprint/criminal background check within New Hampshire, fingerprint cards are NOT necessary. “Live Scan” fingerprinting does not require cards unless the fingerprinting is completed out of state, in which case the cards MUST be obtained from the Board of Nursing office.
2. The Board of Nursing application fee DOES NOT include the fingerprinting/criminal background check fee. Depending upon which way the fingerprinting/criminal background check is complete and the location will determine the fee. Please refer to the Board of Nursing website [www.nh.gov/nursing](http://www.nh.gov/nursing) under the “FBI Fingerprinting Requirements” in the section marked “Quick Links” for fee schedule.
3. All criminal background checks MUST be notarized.
4. “Live Scan” fingerprinting is encouraged of ALL of our applicants, as the rejection rate is much lower.
5. Please remember that most police departments charge a processing fee which varies depending on the location.

### Out of State Applicants and Criminal Background Checks/Fingerprints

Applicants from outside of NH will be sent fingerprint cards and authorization forms. Those applicants are asked to either use law enforcement sites in their respective states or come to NH and use a NH law enforcement site. Please send all fingerprint cards, authorization forms and fees to the Board of Nursing. The board will then send them to the NH State Police for processing.

**Please plan early for this process. We have advised that the results could take as long as 2 months in some cases.**

You are encouraged to complete live scan fingerprinting. Some live scan sites are located on the Board's website at

[http://www.nh.gov/nursing/documents/livescan\\_list.doc](http://www.nh.gov/nursing/documents/livescan_list.doc)

If you do not find a convenient live scan site please call the NH State Police Criminal Records.

### **LNA Corner**

by Lori Tetreault, RN-BSN Program Specialist IV

Hello and Happy Winter!

I would like to first thank all of our licensed LNA/MNA's for your patience and understanding during this time of transition at the Board Office.

October 14, 2010 the MNA Day of Discussion was held. The discussion was focused on MNA scope of practice, delegation and continuing competence. Thank you to those who attended. We had a full house with lots of great discussion throughout the morning. I would like to encourage all MNA's to review their scope of practice and continuing competence requirements. Please note that all MNA's must fulfill their LNA continuing competence to ensure renewal of their MNA certification. LNA active in practice hours must be maintain as well as the MNA hours for renewal.

The Annual LNA/MNA Program Coordinator/Review meeting was held on November 9<sup>th</sup>. It was a fun day celebrating "Nursing Assistants made in the USA." Educational program improvement was the focus of the discussion. Thank you to those who attended. It is a pleasure to work with such a wonderful group of individuals who are dedicated to nursing assistant education.

Over the past few months I have had the opportunity to network with many long term care agencies regarding current job challenges of LNA's. It has been discussed that LNA's in practice have been faced with many challenges while maintaining their scope of practice. I will be networking with Program Coordinators to assist me in coordinating an NA Educators meeting in the spring to discuss these challenges with a goal to incorporate these challenges within the NA curriculum.

The next LNA Day of Discussion will be held in the spring, details will be posted on the website in the near future.

Have a Happy and Healthy New Year!

*Lori*

**IMPORTANT REMINDERS  
FROM THE BOARD OF NURSING  
[www.state.nh.us/nursing](http://www.state.nh.us/nursing)**

**PAPER LICENSES ARE NOT PROVIDED**

Verify and print license information using the Online Verification Quick Link on the right side of the Home Page.

**RENEWAL REMINDER POSTCARDS ARE MAILED 6 WEEKS PRIOR TO  
MONTH OF RENEWAL**

**RENEWALS MAY BE DONE ONLINE OR  
RETURN POSTCARD AS DIRECTED TO  
OBTAIN A RENEWAL APPLICATION**

Fees are to be sent with renewal applications not with the postcards.

**FOR ONLINE RENEWAL – REGISTER AS A FIRST TIME USER BEFORE  
ATTEMPTING TO RENEW A LICENSE**

Follow the instructions on the Online Licensing Quick link on the right side of the Home Page.

**CRIMINAL BACKGROUND CHECKS AND FINGERPRINTING IS REQUIRED  
FOR ALL INITIAL LICENCES AND ENDORSEMENTS**

Follow the directions under the Endorsement Link. The processing time may take 4-6 weeks so plan to start the process early. Licensing will not be processed until background checks and fingerprinting results are obtained.

**THE BOARD MUST BE NOTIFIED OF ALL  
NAME AND ADDRESS CHANGES**

A \$10 fee may be incurred if address changes are not made within 10 days.  
The Board must be notified in writing.

**ACTIVE IN PRACTICE AND CONTINUING EDUCATION REQUIREMENTS  
INFORMATION CAN BE FOUND  
ON THE HOME PAGE ON THE WEBSITE**

Click the Licensure Link on the left side of the Home Page.

Thursday, October 27, 2011 the New Hampshire Long Term Care Foundation held the 7<sup>th</sup> Annual Scholarship Dinner and Evening of Entertainment. Thirty-six individuals were presented scholarships based on their commitment to long term care, their dedication to their career and their desire to pursue a higher education.

The following licensees were award recipients:

Sherry Abruzese, LNA  
Shauna Bumford, LNA  
Jennifer Byrd, LNA  
Amy Clark, LNA  
Myla Danforth, LNA  
Meagan Drew, LNA  
James Fandino, LNA  
Linda Goddard, LNA  
Sheila Grover, LNA

Alexandra Ball, LNA  
Vilma Burnett, LPN  
Amber Chaput, LPN  
Tracey Choplin, LPN  
Allyson Daniels, LNA  
Stacey Estes, LNA  
Amanda Finney, LNA  
Saddie Gomez, LNA  
Crystal Hardy, LPN

Alisha Khadka, LNA  
 Heather Leete, LNA  
 Rebecca Naylor, LNA  
 Christine Njoki, LPN  
 Kerri O'Brien, LNA  
 Melissa Tuttle, LNA/MNA

Michelle LaFauci, LNA  
 Gail Littlefield, LNA/MNA  
 Nicole Niles, LPN  
 Denise O'Brien, LNA  
 Allison Sonberg, LNA  
 Kristina Wright, LNA

### **LNA/MNA Continuing Education Programs offered by the Board.**

Visit the website [www.nh.gov/nursing](http://www.nh.gov/nursing)

LNA Scope of Practice  
 Professional Boundaries  
 Residents Rights  
 Topical Drugs  
 Medication Administration Safety  
 Oral Health Care for the Elderly  
 Alzheimer's Dementia in the Elderly  
 Oxygen Therapy  
 MNA Scope of Practice  
 Social Networking  
 Proper Bowel Elimination

**All programs offer 1 contact hour**

#### **Clinical Practice Advisories: January 2011- November 2011**

<b>Board Advisory Date:</b>	
<p><b><u>February 17, 2011</u></b></p> <p>Reconsideration of the December 16, 2010 re: Implantation of insertable cardiac monitors</p>	<p>Question: Is it within the APRN scope of practice to implant insertable cardiac monitors, also called internal loop recorders?</p> <p>Answer: Board consensus that it is within the scope of APRN practice to implant insertable cardiac monitors, as long as the APRN has the documented education, skills and competencies to do so. Additionally there needs to be a facility policy that supports this practice.</p>
<p><b><u>March 17, 2011</u></b></p> <p>LNA infusion of tube feedings via a pump (update of board opinion dated Fall 2000)</p> <p>RN scope of practice regarding C-arm</p> <p>RN scope of practice regarding application of neuro-monitoring percutaneous needles and operating neuro-monitoring equipment</p>	<p>Question: Can an LNA administer tube feedings via pump?</p> <p>Answer: Board consensus that it is within the scope of practice of an LNA to administer tube feedings via pump, provided the LNA had the education, skills and documented competencies to do so. Additionally there needs to be a facility policy that supports this practice.</p> <p>Question: Is it within the scope of practice of an RN to compress pedal of C-arm under direct supervision of the provider.</p> <p>Answer: Board consensus that it is not within the scope of practice of an RN to compress the C-arm pedal.</p> <p>Question: Is it within the RN's scope of practice to apply neuro-monitoring percutaneous needles and/or to operate neuro-monitoring equipment during a procedure, in the operating room?</p> <p>Answer: Board consensus that it is not within RN scope of practice to apply neuro-monitoring percutaneous needles, to operate neuro-monitoring equipment, or to interpret signals. It is within the RN scope of practice to push the reset button under the direction of the surgeon.</p>



<p><b><u>April 21, 2011</u></b></p> <p>LNA scope of practice to deliver OTC medication in home setting</p> <p>RNFA scope of practice to insert secondary trocars</p>	<p>Question: Would the Board consider an exemption process that could be available unique circumstances in which a law is prohibiting safe delivery of an over-the-counter medication to a minor at home by an LNA?</p> <p>Answer: Board reaffirmed that medication administration is not within the scope of a Licensed Nursing Assistant pursuant to RSA 326-B:14</p> <p>Question: Is it within scope of practice of RNFA to insert secondary trocars under physician supervision during laparoscopic surgery?</p> <p>Answer: Board consensus that it is within the scope of practice for RNFA to insert SECONDARY trocars under physician supervision during laparoscopic surgery provided competencies in Nur 404.12 are met and are within the policies and procedures of institution.</p>
<p><b><u>May 19, 2011</u></b></p> <p>RN scope of practice to set up patient's CPAP therapy</p> <p>LNA scope of practice to perform a urine dip</p> <p>RN scope of practice to perform a slip lamp exam</p> <p>RN scope of practice to administer IV "push" bolus doses of NMB's</p> <p>LNA scope of practice to administer suppositories for bowel needs</p> <p>RN scope of practice to use magnetic card to deactivate ICD.</p> <p><b><u>July 21, 2011</u></b></p>	<p>Question: Can an RN with appropriate competencies provide education and set up a patient's CPAP therapy?</p> <p>Answer: Board consensus that this procedure is done by respiratory therapists and competent members of the public. The nursing license is not required to perform this function.</p> <p>Question: Is it within the scope of practice of the LNA to perform a urine dip with a Chem Strip and report the findings to a licensed nurse?</p> <p>Answer: Board consensus that the LNA can perform this procedure provided they have competencies and facility policies support the nursing assistant practice.</p> <p>Question: With demonstrated competence, is it within the scope of practice for an RN to perform a slit lamp exam including measuring intraocular pressure?</p> <p>Board consensus that it is not within RN scope of practice to perform this procedure. The Board further opines this is within the APRN scope of practice provided they have the competencies to perform the procedure.</p> <p>Is it within the RN scope of practice to administer IV "push" bolus doses of Neuromuscular blockage agents or paralytics?</p> <p>Board consensus that this is not within the RN scope of practice and refers to the Anesthesia/analgesia administration Frequently Asked Questions located on the Board website at <a href="http://www.state.nh.us/nursing">www.state.nh.us/nursing</a> under the FAQ section (section: FAQ includes listings for many roles).</p> <p>Question: Is it within LNA scope of practice to administer suppositories for bowel needs?</p> <p>Answer: Board consensus that it is within LNA scope of practice to administer only non-medicated suppositories provided they have the competencies to perform the procedure and facility policies support the nursing assistant practice.</p> <p>Question: Is it within RN scope of practice to use magnetic card to deactivate implantable cardioverter-defibrillator?</p> <p>Answer: Board consensus that it is within RN scope of practice to use magnetic card to deactivate implantable cardioverter-defibrillator provided competencies and facility policies are met.</p> <p>Question: Prior to administration of enteral medication(s) by an MNA and enteral feedings</p>

LNA/MNA scope of practice to check for placement of feeding tube	by an LNA/MNA is it within the scope of practice for an LNA/MNA to listen and/or check for placement of feeding tube with proper training and competencies completed?
	Answer: The Board opined that it is not within the scope of practice for an LNA/MNA to listen or check for placement of the feeding tube prior to the administration of feedings/medications.
RN scope of practice to administer IV “push” bolus doses of NMB’s	At the Board meeting of July 21, 2011, the Board revisited the question posed at its May 19, 2011 meeting concerning neuromuscular blockade agents. In order to stay consistent with current practice throughout the State, the Board retracts its previous opine on May 19 and June 16 and states that it is within the scope of practice of an RN to administer neuromuscular blockade agents or paralytics as outlined in Clinical Practice Advisories, Frequently Asked Clinical Practice Questions regarding Anesthesia/Analgesia Administration on our website, <a href="http://www.nh.gov/nursing">www.nh.gov/nursing</a> .
<b><u>September 15, 2011</u></b>	
Pharmacy refills	Question: Can nurses (LPNs/RNs) refill medications based on office practice protocol? If not, can they do if the provider
	Answer: At its September 15, 2011 meeting, the board reaffirms its previous opinion that is not within the licensed nurses practice to refill medications without a physician's order.
Wound debridement	Question:
	Is it within the RN scope to perform conservative sharp debridement in a chronic wound if the RN has been trained and certified by WOCN?
	Answer: At its September 15, 2011 meeting, the board opined it is within the RN scope of practice provided the RN has the competencies to perform and facility policies support the RN practice.
<b><u>November 17, 2011</u></b>	
	Question:
	Can an RN extract Cerebral Spinal Fluid from an indwelling catheter hourly?
	Answer: The board opined at its November 17, 2011 meeting that this procedure is not within the RN scope of practice.
<b><u>December 15, 2011</u></b>	
	Question:
	"Can a LNA insert lidocaine jelly 2%?"
	Answer: The board opined at its December 15, 2011 meeting that this procedure is not within the LNA scope of practice.

***NH BOARD OF NURSING***  
***EDUCATION PROGRAMS: BOARD ACTIONS***

<b><i>Program</i></b>	<b><i>Program Coordinator/Chair</i></b>	<b><i>Board Action</i></b>
<b><i>October 20<sup>th</sup>, 2011</i></b>		
RW Creteau Regional Tech Center LNA Program- Spaulding High School	Martha Berk	Continued Approval
Plymouth Regional Tech Center LNA Program-Plymouth High School	Mary Raymond	Continued Approval
Rivier College RN Program	Paula Williams	Continued Approval
Keene State College BS RN Program	Thomas W. Connelly, Jr.	Initial Approval

Plymouth State University BS RN Program	Mary D. Bantell	Initial Approval
<b><i>November 17<sup>th</sup>, 2011</i></b>		
Clinical Career Training LLC LNA Program	Melanie Hill	Continued Approval
Clinical Career Training LLC MNA Program	Melanie Hill	Continued Approval
Edgewood Centre LNA Program	Miriam Pelletier	Request to Discontinue-Approved
Huot Technical Center LNA Program-Laconia High School	Gina McGuire	Continued Approval
Region #9 Vocational and Tech Center LNA Program-Kingswood High School	Mary Wakefield	Continued Approval
Lakes Region Community College RN AD Program	Wendy Wilson	Continued Approval
White Mountains Community College RN AD Program	John Colbath	Continued Approval
St. Joseph School of Nursing RN AD Program	Camilie Twiss	Continued Conditional Approval

### DISCIPLINARY ACTIONS

**September 2011 through November 2011**

At its November 15, 2007 meeting, Board members voted to publish names of individuals involved in disciplinary actions. At its March 20, 2003 meeting, Board members voted reprimands will no longer be posted in the Newsletter. Any questions please call Susan Goodness, Administrative Supervisor, at the Board office, (603) 271-3823.

DATE OF ACTION	LICENSE NUMBER	NAME	BOARD ACTION	ACTION CAUSING DISCIPLINE
9/15/2011	013777-22	Snow, Kimberly	Revocation w/\$1000 civil penalty	
10/20/2011	061577-21	Murray, Jennifer	Reprimand 1 yr w/conditions	For violating sections of the Nurse Practice Act including (1) failure to perform nursing practice with reasonable skill and safety, (2) practicing in a way that may have created unnecessary danger to a patient's life, health, or safety, and/or (3) administering medication to patients in an inaccurate or negligent manner
10/20/2011	050473-21	Sanders, Leon	Reinstated w/o conditions	
10/20/2011	013654-22	Taylor, Kimberly	Reinstated 2 yrs w/probation and restrictions/cond.	
10/20/2011	011671-22	Tranior, Christina	Revocation w/\$2,000 civil penalty	For violating sections of the Nurse Practice Act including (1) unethical conduct by using a client's wife's credit card to purchase products for herself and her family and/or, (2) failure to maintain professional boundaries
10/25/2011	039740-24	Mudgett, Maryanne	Voluntary Surrender	
11/17/2011	015238-22	Eaborn, Tammy	Voluntary Surrender	
11/17/2011	041507-21	Fair, Melanie	Probation 2 yrs w/conditions & Restrictions	Diversion of medication.

11/17/2011	041507-21	Fair, Melanie	Suspended 1 yr - retro to 11/23/10	Diversion of medication.
11/17/2011	042450-21	Judd, Christine	Reinstate w/ 1 yr probation conditions/restrictions	
11/17/2011	034041-24	Dutton, Tara	Voluntary Surrender	
11/17/2011	043430-24	Gordon, Emily	Voluntary Surrender	

### **Road to Recovery**

The New Hampshire Road to Recovery is designed to assist licensees who are experiencing challenges with drug/ alcohol impairment, physical disabilities, or mental disabilities who continue to safely practice. These individual licensees require monitoring and support for the issues they face. The board supports those individuals in recovery, who maintain a safe practice, provided they are able to successfully conform to the reporting requirements listed in their agreement with the board.

Candidates for the program provide written evidence of their appropriateness for admission to the program. Participant supporting documents are reviewed by the board confidentially. The board determines whether the licensee is a candidate

for the Road to Recovery based on facts from the individual, health care provider, and employer. The candidate then agrees to conform to the board requirements.

The board website contains the specific forms participants must complete on a regular basis at [www.state.nh.us/nursing](http://www.state.nh.us/nursing) under the “Enforcement” as well as the “Forms, Applications, Publications” sections. These forms and guidelines allow the licensee to continue with employment while meeting the stipulations related to safe practice. Professional support groups are also available on the website under the “Quick Link” section of our home page.

Currently, the board has 6 participants who are gainfully employed and succeeding in their professional goals and behaviors. We encourage licensees who are experiencing difficulties related to drug/alcohol impairment or physical/mental disabilities to contact Margaret Walker, at the board, if they require the support to adhere to professional practice standards at 271-2323 or 271-6282.

### **On-Line Disclaimer**

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